



NATIONAL GUARD BUREAU

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NGB-ARZ-HR

30 July 2009

MEMORANDUM FOR The Adjutants General of all states, Puerto Rico, the U.S. Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Continuity of Leadership Policy

1. References.

a. Department of the Army Personnel Policy Guidance for Overseas Contingency Operations, 2 Jul 09

b. Deployment Cycle Support (DCS) Directive, 26 Mar 07

2. Purpose. To announce policy change requiring retention of Command Teams of redeploying units for 90-120 days during the reset phase to ensure leadership continuity and cognizant mitigation of unit and Soldier stressors (e.g., complete PDHRA, insolate Soldier teams/networks, complete disciplinary/separation actions, integrate soldiers and Families, naturalize health promotion, etc).

3. Background. The VCSA determined during visits to installations and RC units that commanders at all levels are often immediately or quickly rotating out of command upon redeployment which can degrade leader continuity during the high-stress phase associated with unit reintegration and reset.

4. Policy. Continuity of leadership will be maintained for command teams (CDRs, 1SGs, PLs and Chaplains) of deploying units for a period of 90-120 days post-deployment. Personnel that have been cross leveled into the unit for the purpose of deploying will remain in the unit for 90-120 days post deployment.

5. Point of contact is COL Marianne Watson, Deputy Chief of Staff, Personnel, Army National Guard at DSN: 327-9181, 703-607-9181 or marianne.watson@us.army.mil.

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